



# Cincinnati Police Department STAFF NOTES

July 3, 2012

*James E. Craig, Police Chief*



## **Planning Section**

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- [Re-publication of Training Bulletin #2010-10, Language Interpreters](#)
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1. **REVISION TO [PROCEDURE 18.103](#), COMMUNICATION WITH PEOPLE WHO ARE DEAF OR HARD OF HEARING AND USE OF FOREIGN LANGUAGE INTERPRETERS**

Procedure 18.103, Communication with People who are Deaf or Hard of Hearing and Use of Foreign Language Interpreters, has been revised. All reference to "Latino Beepers" has been removed, and replaced with assistance from the Volunteer Interpreter Program (VIP) and the Affordable Language Services (ALS).

Reference to the Police Communication Section has been revised to Emergency Communications Center. Training Bulletin #2010-10, Language Interpreters, has been added to the Reference Section of the procedure.

This revision is effective immediately. Personnel should review Procedure 18.103 in its entirety. The revised procedure is available on the Department intranet and web page.

2. **RE-PUBLICATION OF TRAINING BULLETIN #2010-10, LANGUAGE INTERPRETERS**

[Attached](#) to these Staff Notes is Training Bulletin #2010-10, Language Interpreters. It is being re-published as a reminder, and to provide information to police personnel who may encounter situations where an interpreter is needed to communicate with Limited English Proficient (LEP) or deaf/hard of hearing individuals.

Supervisors should complete a check off list to accompany the training bulletin to ensure all officers and supervisors have reviewed the bulletin. Completed check off lists shall be maintained in the district/section/units of assignment.

3. **LAW DEPARTMENT MEMO ON OPEN CARRY OF A FIREARM IN OHIO**

Ohio law permits the open carry of a firearm with few exceptions. Citizens may openly carry firearms in public places unless there is a specific prohibition against carrying a firearm in that place (police station, school safety zone, courthouse, etc.).

Since *Cleveland v. State of Ohio*, 2010-Ohio-6318, regulation of the "ownership, possession, purchase, other acquisition, transport, storage, carrying, sale, or other transfer of firearms, their components, and their ammunition" is only done by state and federal law. Local municipal laws may only regulate the discharge of firearms. Therefore, officers should not charge individuals with violations of the Cincinnati Municipal Code unless the ordinance deals with the discharge of a firearm.

Many people worry when they see someone openly carrying a gun. Officers can expect to receive calls when this happens. But, openly carrying a firearm, by itself, is not illegal. The fact that someone has called 911 or flagged down an officer about seeing someone with a gun in public is probably not enough to support an investigative detention. In such situations, an officer must observe the subject and evaluate the totality of circumstances to determine whether reasonable suspicion exists to justify detaining the individual. If the individual is doing nothing else that arouses suspicion, simply wearing a gun will not justify a detention.

It is important to note, open carry by itself also would not support a charge of Disorderly Conduct or Inducing Panic. There must be additional facts to support these offenses. If someone is lawfully carrying a firearm—and doing nothing else—the fact that it causes alarm to others does not support a charge.

Equally important, before you charge someone with a violation of [Ohio Revised Code \(ORC\) 2921.29, Failure to Disclose Personal Information](#) (also referred to as the “Stop and I.D.” law), you first must have reasonable suspicion that person has, is, or is about to commit a criminal offense. The “Stop and I.D.” law does not apply unless you already have a valid investigative detention of the person – and open carry by itself is not enough. Citizens may ignore your request for information during a consensual encounter, so you may only charge a citizen with a violation of ORC 2921.29 when they are legally detained.

Private businesses or property owners may prohibit all firearms on their property. They may post signs prohibiting firearms or they may order a person to leave for such behavior. Criminal Trespass is the appropriate charge if a person is on private property in violation of such a prohibition.

Direct any questions regarding this issue to Mr. Peter Stackpole, or Mr. Charlie Rubenstein, Law Department, at 352-3334.

#### **4. NEW CAMERA EQUIPMENT AND TRAINING FOR INVESTIGATIVE UNITS**

The new camera equipment purchased for the investigative units has been shipped and is scheduled to arrive within the next week. This new equipment will require specialized training prior to being used. Criminalistics Squad will conduct the new camera equipment training at the Police Academy on Tuesday, July 17, 2012, from 0800 to 1600 hours.

Each investigative unit commander is directed to identify a single investigator to attend this “train the trainer” style training session. Upon completion, the newly trained investigators will be issued all the camera and lighting equipment for their respective investigative unit. These investigators will subsequently facilitate the training of the remaining personnel within their particular investigative units.

## 5. DISCONTINUATION OF THE QUARTERLY TASER DOWNLOADS

Effective immediately, the Police Chief has approved eliminating the requirement to complete quarterly TASER downloads.

Inspections Section and Planning Section are in the process of revising Procedure 12.545, Use of Force, to reflect this change.

## 6. MOBILE VIDEO RECORDER REVIEWS

Inspections Section reminds all personnel tasked with reviewing Mobile Video Recorder (MVR) footage to only open the file using “**VLC media player.**” Do not use the “Windows Media Player.” Windows Media Player will cause the captured footage to become erratic and not portray the entire event.

To utilize the VLC media player: Personnel are to right mouse click on the .mpg file, which will then bring up the correct option.

## 7. EMOTIONAL INTELLIGENCE (EI) AND LEADERSHIP DEVELOPMENT TRAINING SERIES

Attached to these Staff Notes, Training Unit is publishing an Emotional Intelligence (EI) newsletter about Conflict Management:

**Conflict Management** – Orchestrating, negotiating, and resolving disagreements. Leaders with this EI competence:

- Handle difficult people and tense situations with diplomacy and tact
- Spot potential conflict, bring disagreements into the open, and help de-escalate
- Encourage debate and open discussion
- Orchestrate win-win solutions

## 8. PERSONALLY OWNED PATROL RIFLE QUALIFICATION

Training Unit has established the following dates and times for those officers wanting to qualify and carry their personally owned patrol rifle while on duty.

- Friday, August 17, 2012, at 0900 hours, or at 1300 hours
- Friday, August 24, 2012, at 0900 hours, or at 1300 hours

Personnel who desire to attend must have already completed the Department’s two-day Patrol Rifle New User Training course and attended one of the 2012 patrol rifle training and qualification days. No more than ten (10) officers will be scheduled per session. Each of the four sessions will last approximately 2.5 hours. To schedule a session or obtain additional information, contact the Target Range staff at 563-7721.

**9. REDUCED TUITION OFFERED BY KAPLAN UNIVERSITY**

Kaplan University is currently providing Cincinnati Police Department employees a ten percent (10%) tuition reduction. Additionally, military tuition reductions of up to 55% are possible. Kaplan University offers an array of degree and certificate programs directly benefiting criminal justice professionals. [Attached](#) to these Staff Notes is a flyer containing additional information.

**10. METRO PROVIDES FREE TRANSPORTATION TO UNIFORMED OFFICERS**

Effective Sunday, July 1, 2012, Metro reinstated their policy allowing uniform Cincinnati Police Department personnel to ride free-of-charge on all Metro Services. Metro believes this policy will be of assistance with neighborhood patrols.

**11. COMPSTAT INFORMATION**

[Attached](#) to these Staff Notes is the most current COMPSTAT Information. Department personnel are directed to review this information to ensure they remain familiar with crime patterns and trends occurring within the City and their areas of responsibility.

**12. THANK YOU LETTERS**

[Attached](#) to these Staff Notes are letters of appreciation and praise written to the Police Chief for the professionalism displayed by our Department, specifically the following personnel:

Police Chief James E. Craig  
Sergeant Jeffery Hunt  
Police Officer Andre Ewing  
Police Officer Robert Ahlers  
Police Officer Lisa Johnson

Captain Russell Neville  
Police Specialist Daniel Cavanaugh  
Police Officer Richard Wullenweber  
Police Officer Scott Bode  
Police Officer Thomas Haas

## 18.103 COMMUNICATION WITH PEOPLE WHO ARE DEAF OR HARD OF HEARING AND USE OF FOREIGN LANGUAGE INTERPRETERS

### ***Reference:***

Procedure 18.104 – Civilian Volunteers

Title II of the Americans with Disabilities Act of 1990

CPD Policy Statement Regarding Effective Communication with People Who Are Deaf or Hard of Hearing

Cincinnati Police Department Training Bulletin - #2006-03

Cincinnati Police Department Training Bulletin - #2010-10

### ***Purpose:***

To provide officers with the resources for effectively communicating with citizens who are deaf or hard of hearing, or who have speech impairments.

### ***Policy:***

Officers encountering any individuals who are deaf or hard of hearing will take all appropriate steps to ensure they communicate effectively with these individuals. The input of people who are deaf or hard of hearing is just as important to the law enforcement process as the input of others. Officers will not draw conclusions about incidents unless they fully understand, and are understood by, all those involved.

In situations when a non-disabled person would have access to a telephone, officers must provide a person who is deaf or hard of hearing the opportunity to place calls using a text telephone (TTY), telecommunications device for the deaf (TDD), or a phone with volume control if that will be effective for the caller. Officers must also accept telephone calls placed by a person who is deaf or hard of hearing through the Telecommunications Relay Service. The Telecommunications Relay Service is an operator based service that a hearing impaired person may use to contact a person or business not equipped with TTY/TDD technology.

Officers will give primary consideration to the type of communication aid requested by the person who is deaf or hard of hearing unless there is an equally effective means of communication available.

### ***Information:***

Emergency Communication Center (EEC) has installed Super print 4425 Teletypewriters (TTYs or TDDs) in each of the five police districts, Criminal Investigation Section, and the EEC back-up site located at the Spinney Complex.

Department personnel have been trained on the proper use of these machines to communicate with the hearing impaired. EEC is responsible for the annual inventory and inspection of the equipment. EEC will provide ongoing and additional training on the use of the machines when requested. Calls from the hearing impaired may come directly to the TTY/TDD line number, or to the district/CIS desk line number.

There are several ways of communicating effectively with people who are deaf or hard of hearing. In some instances, a qualified sign language or oral interpreter is required to assist with communication. In other circumstances, use of gestures or visual aids to supplement speech, an exchange of written notes, use of computer or typewriter, or the use of assistive listening devices (to amplify sound for people who are hard of hearing) will be effective. The type of aid that will be required for effective communication will depend on the individual's usual method of communication, and the nature, importance, and duration of the communication at issue.

The Department utilizes the services of the Cincinnati Speech and Hearing Center for qualified sign language and oral interpreter services for people who are deaf or hard of hearing. When there is a request for a sign language or oral interpreter, officers and other personnel must contact a EEC supervisor, who is responsible for contacting the center to request interpreter services to assist the officer in the field. Sign language and oral interpreters will be made available 24 hours a day, 7 days a week.

"Oral interpreters" are not foreign language interpreters; they usually facilitate communication with people who were deafened later in life and do not use sign language.

***Procedure:***

- A. Recognizing and Accepting Calls from a TTY/TDD Machine
  - 1. When a hearing impaired person using a TTY/TDD dials a district or the CIS desk line number, the call may be recognized by:
    - a. A warbling or chirping sound when the caller presses the space bar.
    - b. The caller ID indicating the caller is deaf.
    - c. A voice activated TTY/TDD announcer indicating the caller is using a TTY or TDD machine.
    - d. Silence – any silent call should be treated as a potential TTY/TDD call.

2. When the call is a TTY or TDD call, the recipient must transfer the call to the TTY/TDD machine in the following manner:
    - a. Transfer the call from the desk line number to the TTY/TDD line number using the same process as any call being transferred.
    - b. Keep background noise to a minimum. The TTY/TDD machine may interpret background noise as communication and distort the message.
    - c. Turn on the TTY/TDD machine.
    - d. Hit the control key and the number "4". This sends a greeting specific to the receiving location.
    - e. Handle the call using the TTY/TDD keyboard.
    - f. Obtain the caller's location, TTY/TDD callback number, and name. If the call is an emergency, do not attempt to transfer the call to EEC. Relay the information via the radio or call the EEC supervisor at line 263-8119 for further instructions.
    - g. Once the call is complete, turn off the TTY/TDD machine.
  3. When a hearing impaired person using a TTY/TDD dials the direct TTY/TDD line number, the "ring" light on the machine will flash to indicate an incoming call. Turn the TTY/TDD machine on and follow the same procedure as outlined above.
- B. Sign Language and Oral Interpreters for People who are Deaf or Hard of Hearing.
1. If an officer has reason to believe that an individual with whom he is attempting to communicate has a hearing impairment, the officer will:
    - a. Determine whether the individual has a hearing impairment.
    - b. Notify the individual through the use of auxiliary aids (pen and paper) that a qualified sign language or oral interpreter will be provided at no charge, if desired.
      - 1) If the individual requests a qualified sign language interpreter, determine whether the individual uses American Sign Language (ASL) or Signed English (SE) to communicate and relay the information to EEC.



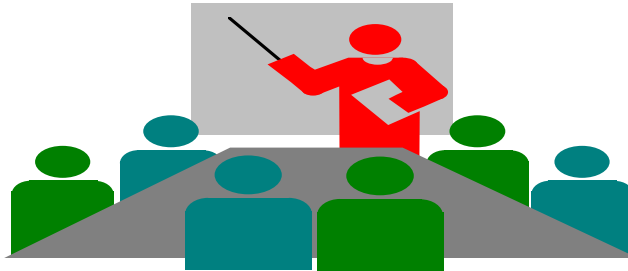
- 2) Face the deaf or hard of hearing individual and do not turn away while speaking. The officer should not cover his or her mouth while talking to the individual. Only one person should speak at a time and it may be necessary to speak more slowly.
- c. An officer will remove handcuffs from a non-violent arrestee who is deaf or hearing impaired, or will secure the arrestee in such a manner which permits communication, as safely as possible, after arrival at a secure facility. Officer safety and the safety of citizens must take precedence.
- 1) The immediate priority in any emergency is for the officer to stabilize the situation. If the deaf person is in immediate danger, exhibiting violent behavior, or if the officer has probable cause to make an arrest, the officer can request an interpreter respond to the location to which the subject is being transported.
  - 2) Officers should refrain from using family members or friends of the deaf individual, unless it is urgent to communicate immediately and that is the only option. However, if the deaf person requests that arrangement, the other person agrees, and the circumstances suggest that the relationship is not coercive or otherwise inappropriate, the officer may proceed.

#### C. Foreign Language Interpreters

1. When an officer comes in contact with an individual in need of a foreign language interpreter, notify EEC of the location and the need for an interpreter. EEC maintains a list of foreign language interpreters.
  - a. EEC will attempt to locate an on-duty officer fluent in the necessary language before contacting a person not employed by the Department.
2. When an officer is unable to communicate with a Spanish speaking victim or witness, the officer will first request EEC to contact the Volunteer Interpreter Program (VIP).
3. Affordable Language Services (ALS) is a second alternative available to officers that encounter a LEP individual. The company provides service for over a 100 foreign languages.

# Cincinnati Police Academy

## Training Bulletin



### LANGUAGE INTERPRETERS

#2010-10

SEPTEMBER 2010

#### **Purpose**

##### **Why issue this training bulletin?**

To provide information to police personnel who may encounter situations where an interpreter is needed to communicate with Limited English Proficient (LEP) or deaf/hard of hearing individuals.

#### **References**

Cincinnati Police Department Procedure Manual

- ◇ Procedure 18.103 Communication with People Who Are Deaf or Hard of Hearing and Use of Foreign Language Interpreters

Title VI of the Civil Rights Act of 1964

#### **Information**

In 2000, Title VI of the Civil Rights Act of 1964 was amended to prohibit national origin discrimination against persons with Limited English Proficiency (LEP). This action was prompted by the recognition that language can be a barrier to LEP individuals accessing important services. It is the responsibility of all recipients of federal funding to ensure the LEP population is not denied access to services or information about services. The provision of competent language assistance (when needed) is part of this responsibility.

#### **Discussion**

##### **What is required of an officer when interacting with LEP individuals – how do I communicate?**

The Cincinnati Police Department currently has two means of communication assistance when interacting with LEP individuals.

To be used first, is the Volunteer Interpreter Program (VIP) that is available to assist all Department members with interviews and report completion for victims, and/or witnesses of a crime. **(VIP's are NOT to be used to interview or question suspects)**

The VIP replaced the Latino Beeper Project.

Secondly the Department has a contract with Affordable Language Services, Ltd. to provide interpreters/translators when officers encounter LEP or deaf/hard of hearing individuals. This company can provide services in over 100 foreign languages, as well as in American Sign Language (ASL),

Affordable Language Services can provide contract services to the Cincinnati Police Department either in person or over the telephone. In most cases, officers can obtain services in less than one hour.

### **How do I get in contact with an interpreter?**

The VIP program can be reached by contacting Police Communication Section. If a VIP is unable to be used or contacted officers should call Affordable Language Services. Affordable Language Services can be reached at **(513) 745-0888** 24 hours a day, seven days a week, for inperson interpretation. If after normal business hours officers will be connected with an after-hours dispatcher. To request services over the telephone, officers may contact the company toll free at **(866) 350-2971** 24 hours a day, seven days a week. Officers will be prompted to enter the Cincinnati Police access code for telephone services. The access code is **0436**.

### **What are some tips for working with an interpreter?**

- Give the interpreter specific questions to relay.
- Group your thoughts and questions to help the flow of the conversation.

- Expect interpreted comments to run a little longer than the English phrases as interpreters convey the meaning and do not interpret word-for-word.
- If you do not know which language your LEP individual speaks, ask the interpreter coordinator to help.
- Try to speak at an even pace and make pauses for interpretation.
- Interpreters merely transform information from one language into another. Do not hold the interpreter responsible for what your LEP individual does or does not say.
- Always remember to speak in first person as you would during a normal conversation.

### **Is it suitable to use friends or family members as interpreters?**

It is not recommended to use friends or family members as interpreters. These individuals are not neutral and are not trained in legal translation. They could possibly be a potential suspect themselves.

The friends or family members of the LEP individual may be used in case of imminent harm or a medical emergency. They may also be useful for immediate information gathering.

### **Summary**

Cincinnati Police Officers are encountering LEP individuals with increasing frequency, and also continue to encounter individuals who are deaf or hard of hearing. These individuals may be victims, suspects, witnesses, or otherwise related to officers' official duties. In any case, it is important that officers be able to establish lines of communications with these individuals.



## Emotional Intelligence Brings Leadership -

*Regarding Conflict Management:* Empathy need not lead to sympathetically giving in to the other side's demands – knowing how someone feels does not mean agreeing with them, but cutting off empathy to hold a hard line can lead to polarized positions and deadlocks.

## Conflict Management

*Don't find fault. Find a remedy.*

Leaders who manage conflicts best are able to draw out all parties, understand differing perspectives and then find a common idea that everyone can endorse. Leaders who excel in conflict management surface the conflict, acknowledge the feelings and views of all sides and then redirect the energy towards a shared idea and win-win solutions.

People with this competence:

- Handle difficult people and tense situations with diplomacy and tact
- Spot potential conflict, bring disagreements into the open, and help de-escalate
- Encourage debate and open discussion
- Orchestrate win-win solutions

### Conflict and leadership

**As an organization leader,** manager or supervisor, you are responsible for creating a work environment that enables people to thrive. If turf wars, conflicts, disagreements and differences of opinion escalate into interpersonal conflicts, leaders must intervene immediately.

Conflict resolution, with you as a mediator, is essential. Conflict resolution is an immediate priority for your organization.

*"If war is the violent resolution of conflict, then peace is not the absence of conflict, but rather, the ability to resolve conflict without violence." – C.T. Lawrence Butler*



## **Conflict Management and Law Enforcement**

During the 1960's, psychologists started to recognize the extent in which police officers are involved in interpersonal conflicts. Research indicated that many police injuries occur when they intervene in interpersonal conflicts between individuals who know one another. Police are often called upon to deal with complex psychological problems.

There is a growing interest in teaching police how to resolve interpersonal conflict more effectively. One of the first programs was developed at the City University of New York which helps police officers become more competent in conflict management. This program includes training in the competencies of influence, communication, empathy and self-awareness. Unlike "sensitivity training" this program focused on actual conflict situations that police are likely to experience in their daily work, with the goal of teaching them the social and emotional competencies that would help them to resolve such conflict effectively.

At the conclusion of the training, the participants were assigned to two large housing projects and the experienced officers working in those projects were assigned elsewhere. The officers were compared based on clearance rates (the number of incidents reported, divided by the number of arrests for such incidents), total number of arrests, number of misdemeanors, total crime and "danger tension index" (calculated as total arrests divided by total sick days and multiplied by 100.) The results indicated that the housing project patrolled by the officers who went through the conflict management training showed more improvement on every criterion variable.

For more information on this and similar programs see: Zacker, J., & Bard, M. (1973) Effect of conflict management training on police performance.

Journal of Applied Psychology, 58 (2), 202-208.

### **How do people respond to conflict? Fight or flight?**

Physiologically we respond to conflict in one of two ways—we want to "get away from the conflict" or we are ready to "take on anyone who comes our way." Think for a moment about when you are in conflict. Do you want to leave or do you want to fight when a conflict presents itself? Neither physiological response is good or bad—it's personal response. What is important to learn, regardless of our initial physiological response to conflict, is that we should intentionally choose our response to conflict.

Whether we feel like we want to fight or flee when a conflict arises, we can deliberately choose a conflict mode. By consciously choosing a conflict mode instead of choosing conflict, we are more likely to productively contribute to solving the problem at hand. Below are five conflict response modes that can be used in conflict.

### **What modes do people use to address conflict?**

All people can benefit, both personally and professionally, from learning conflict management skills. Typically we respond to conflict by using one of five modes:

#### **Competing Avoiding Accommodating Compromising Collaborating**

Each of these modes can be characterized by two scales: assertiveness and cooperation. None of these modes are wrong to use, but there are right and wrong times to use each. The following sections describe the five modes. The information may help each team member to characterize her/his model for conflict management.

#### *How to discern your conflict mode*

The **Thomas-Kilmann Conflict Mode Instrument (TKI)** is a widely used assessment for determining conflict modes. The assessment takes less than fifteen minutes to complete and yields conflict scores in the areas of avoiding, competing, compromising, accommodating, and collaborating.

### **COMPETING**

The **competing** conflict mode is high assertiveness and low cooperation. Times when the competing mode is appropriate are when quick action needs to be taken, when unpopular decisions need to be made, when vital issues must be handled, or when one is protecting self-interests.

### **AVOIDING**

The **avoiding** mode is low assertiveness and low cooperation. Many times people will avoid conflicts out of fear of engaging in a conflict or because they do not have confidence in their conflict management skills. Times when the avoiding mode is appropriate are when you have issues of low importance, to reduce tensions, to buy some time, or when you are in a position of lower power.

## ACCOMMODATING

The **accommodating** mode is low assertiveness and high cooperation. Times when the accommodating mode is appropriate are to show reasonableness, develop performance, create good will, or keep peace. Some people use the accommodating mode when the issue or outcome is of low importance to them.

The accommodating mode can be problematic when one uses the mode to “keep a tally” or to be a martyr. For example, if you keep a list of the number of times you have accommodated someone and then you expect that person to realize, without your communicating to the person, that she/he should now accommodate you.

## COMPROMISING

The **compromising** mode is moderate assertiveness and moderate cooperation. Some people define compromise as “giving up more than you want,” while others see compromise as both parties winning.

Times when the compromising mode is appropriate are when you are dealing with issues of moderate importance, when you have equal power status, or when you have a strong commitment for resolution. Compromising mode can also be used as a temporary solution when there are time constraints.

## COLLABORATING

The **collaborating** mode is high assertiveness and high cooperation. Collaboration has been described as “putting an idea on top of an idea on top of an idea...in order to achieve the best solution to a conflict.” The best solution is defined as a creative solution to the conflict that would not have been generated by a single individual. With such a positive outcome for collaboration, some people will profess that the collaboration mode is always the best conflict mode to use. However, collaborating takes a great deal of time and energy. Therefore, the collaborating mode should be used when the conflict warrants the time and energy. For example, if your team is establishing initial parameters for how to work effectively together, then using the collaborating mode could be quite useful. On the other hand, if your team is in conflict about where to go to lunch today, the time and energy necessary to collaboratively resolve the conflict is probably not beneficial.

Times when the collaborative mode is appropriate are when the conflict is important to the people who are constructing an integrative solution, when the issues are too important to compromise, when merging perspectives, when gaining commitment, when improving relationships, or when learning.

## Complete Perspective of Organizational Conflict

### Introduction:

Everyone will have an experience with conflicts arising in an organization. Conflicts generally result in heated arguments and bad emotions. Many people view conflicts in an organization as degrading, energy consuming and a waste of resources. On the contrary, conflicts can be very useful, provided the energy in it is directed positively for the development of the organization.

Conflicts arising in an organization can be looked at in 2 different ways:

- The Good
- The Bad

It depends on the way the conflict is diagnosed and addressed as to whether it is good or bad.

### **The Bad view of Conflict:**

This view of conflict is seen in many organizations where the notion is that the goal of an organization can be achieved only by giving structure to the organization which completely defines the role and responsibility of every member. This traditional view of organization will view conflict as an evil, and instead of solving the conflict it will only end up suppressing it.

For a person with a traditional view, a conflict is an infection to the organization reflecting on the bad structure and management of the organization. A manager with such a view will end up giving solution like diversifying job responsibilities, shifting the authorities, separating the conflicting members, and increasing the central power or discipline. This kind of an approach will not yield permanent solutions.

This bad view of conflict in an organization tends to create many problems. If the so called structure of the organization is valued more than the conflict it will end up hiding away the conflict and suppressing the reason for the conflict. This kind of an organization is one that does not have innovation and change. Many government organizations work in a very disorderly context, thus allowing the room for a constant change and adaptation. Suppressing the conflict will have many bad effects including missing the positive aspect of disagreement - that is looking at the other side of the coin. Innovation and better decision making are lost in the process.



**The Good View of Conflict:**

This is more modern view of conflict and an organization in sharp contrast to the above mentioned traditional view. In this view a conflict is taken up positively and it is used to develop members of the organization by improving their knowledge and skills. It results in better performance of the members and gives wide opportunity for innovation and change.

This kind of an approach believes the success of an organization relies on creativity, responsiveness and adaptability rather than structure, clarity and orderliness. The main aspect of this approach is that various views of the same issue can be understood and the best way of doing things can be noted and employed.

Another important functional view of conflict is that it provides the manager feedback of the things going on. A personal conflict can also give feedback about the member of the organization. Thus, a manager can use a conflict to make better decisions.

Thus, if you have good and flexible view of conflict it will provide you with lots of information that will help in better management. The information will also help in innovation. So, it is advisable to learn to manage conflicts rather than suppress conflicts.

**The Ugly Effect:**

This is the result of a decision taken by a member of an organization, especially the manager who has a bad view of conflict. It is a result of putting away the conflict in situations where it is impossible to do so. Some characteristics of an organization having the Ugly Effect are:

- Conflicts run for years without a solution
- People don't intend to resolve the conflict
- People complaining to each other in private rather than finding a solution
- Members don't work for the common goal but keep trying to protect themselves

Every member of an organization is equally responsible for the Ugly Effect of a conflict. Generally the deciding authority or the manager is blamed for such an effect, but it is the result of all the members of the organization rather than a single one, whatever may be his/her position in the hierarchy. It is the joint responsibility of all the members of

the organization, including the managers, to reduce the Ugly Effects of the conflict. Everyone should try to direct the future conflicts in a positive effective force for innovation.

**The Ugly Strategies:**

To better manage the Ugly Effects of conflicts and to increase the frequency of positive outcome you must understand some of the Ugly Strategies that should be avoided. Any member of an organization, at any level can adopt any of the following ugly strategies causing dysfunction in an organization.

**1. Inactive:**

Non action or doing nothing about the conflict is a very dangerous strategy. In very rare occasions non action can have positive results, but it has to be an outcome of careful analysis of the situation. Neglecting the conflict will only increase tension in the organization and will only escalate the conflict. A manager can take this decision due to fear of facing anger of his employees.

**2. Administrative Orbit:**

This is more dangerous than the inactive strategy. Here the manager acknowledges the conflict but fails to give a solution. He simply puts away the conflict by saying "the issue is being dealt with". Documenting performance, canceling meetings, and collecting extra data, are some the examples of strategies people use that follow administrative orbiting.

**3. Maintain Secrecy:**

This is more commonly seen among the people higher in ranks. Even after hearing to the conflict they try to maintain it as a secret so that other members don't come to know about it. Though it might give as temporary solution once the conflict comes to the light it will have bad consequences.

**4. Law and Order:**

It is the worst possible Ugly Strategy followed by the managers or employees. Here they try to exercise their power of authority bringing law and order into issue and force the conflicting member to give it up. This will lead to a lack of harmony and will again bounce back more seriously.

Article about conflict management: [Conflict Resolution](#)

# OUR CRIMINAL JUSTICE DEGREES ARE DESIGNED TO PREPARE YOU FOR THE TOUGHEST PLACE ANYWHERE. THE JOB MARKET.



As the population increases and the importance of homeland security continues to rise, there may be an increased demand for talented criminal justice professionals. According to the Bureau of Labor Statistics, private detection, investigations, probation, and corrections are some of the areas that could experience long-term national job growth from 2008 through 2018.<sup>1</sup> Employers in these fields and others may seek qualified candidates with knowledge of the latest criminal justice challenges, techniques, and technology. With the right education, one of these candidates might be you.<sup>2</sup>

## YOU CAN CHOOSE TO PURSUE A DEGREE OR CERTIFICATE IN THE FOLLOWING:

### Master's Degrees

- Master of Science in Criminal Justice
- Master of Science in Homeland Security and Emergency Management

### Bachelor's Degrees

- Bachelor of Science in Criminal Justice
- Bachelor of Science in Criminal Justice Administration and Management
- Bachelor of Science in International and Comparative Criminal Justice

### Associate's Degree

- Associate of Applied Science in Criminal Justice

### Professional Certificates

- Corrections Certificate
- Crime Scene Technician Certificate
- Management and Supervision Certificate in Criminal Justice
- Private Security Certificate



A different school of thought.®





## WE OFFER THE FOLLOWING PROGRAMS:

### Master of Science in Criminal Justice

Kaplan University's Master of Science in Criminal Justice program is designed to help students enhance their knowledge and to pursue leadership and other professional positions in today's complex criminal justice environment.<sup>2</sup>

### Master of Science in Homeland Security and Emergency Management

Kaplan University's Master of Science in Homeland Security and Emergency Management is designed to equip students with the skills and competencies to meet the needs of the highly demanding, dynamic, and complex fields of homeland security and emergency management and prepare for leadership positions in the public and private sectors.<sup>2</sup> Students will study how societal institutions, governmental agencies, lawmakers, businesses, and other organizations plan and determine viable and sustainable solutions to local, regional, national, and global issues of security and emergency management.

### Accelerated Master's Degree Option for Bachelor's Degree Students

Eligible students enrolled in a bachelor's degree program who want to continue on to pursue a master's degree within the School of Criminal Justice or School of Legal Studies may be interested in an accelerated master's degree option. Students complete graduate-level courses within the undergraduate plan of study. Once accepted to the master's degree program, students transfer in the graduate courses and matriculate into a shortened degree plan. This accelerated plan of study allows students to complete both their bachelor's degree and master's degree in less time and at a lower cost than completing both programs separately. Speak to an Academic Advisor for more details upon enrollment in a bachelor's degree program.

### Bachelor of Science in Criminal Justice

The objective of the Bachelor of Science in Criminal Justice is to provide students with a solid foundation of criminal justice knowledge, including applied research methods and techniques, the development of criminal law, and the types of criminal offenses.

### Bachelor of Science in Criminal Justice Administration and Management

The criminal justice administration and management degree could help prepare graduates to effectively apply managerial skills in diverse criminal justice work environments through the study of law enforcement and organizational skill development.<sup>2</sup>

### Bachelor of Science in International and Comparative Criminal Justice

The international and comparative criminal justice degree is designed to educate criminal justice professionals on how to collect, analyze, synthesize, and report information for international and comparative criminal justice procedures, and to help prepare them for careers involving international crime and crimes across borders.

### Associate of Applied Science in Criminal Justice

The Associate of Applied Science in Criminal Justice provides a broad base of study designed to help graduates develop the knowledge and skills relevant to the criminal justice industry.

### Corrections Certificate

The corrections certificate program is designed to help students meet the regulatory and continuing professional education requirements for corrections officers and employees of community-based corrections programs.

### Crime Scene Technician Certificate

The objective of the crime scene technician certificate program is to provide students with a foundational understanding of the analytical procedures used by crime scene technicians, as well as the documentation, collection, and preservation process employed to handle evidence.

### Management and Supervision Certificate in Criminal Justice

The management and supervision certificate program is designed to help students with an associate's degree or students that have worked in criminal justice, law enforcement, or the military within the past 18 months, qualify for managerial or supervisory criminal justice positions.<sup>2</sup>

### Private Security Certificate

The private security certificate program is designed to help students and professionals in the criminal justice field enhance their knowledge of private and corporate security, security responsibilities, and asset protection.

## Try Our Classes for 5 Weeks. And, Only Pay if You Stay.

Only at Kaplan University can you take the first 5 weeks of class to decide if you will stay and pursue your studies—or withdraw without any financial obligation.<sup>3</sup> That's how confident we are in the quality of our instructors and programs, and how committed we are to serving our students. That's the Kaplan Commitment<sup>SM</sup>.

**Special tuition rates available for active-duty military, their spouses, and veterans.**



#### IMPORTANT INFORMATION—PLEASE READ

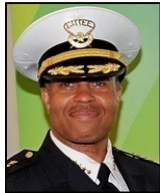
For comprehensive consumer information, visit [online.kaplanuniversity.edu/consumer\\_info.aspx](http://online.kaplanuniversity.edu/consumer_info.aspx).

<sup>1</sup> Source: Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook; 2010–2011 Edition; Correctional Officers, on the Internet at [www.bls.gov/oco/ocos156.htm](http://www.bls.gov/oco/ocos156.htm), Police and Detectives, on the Internet at [www.bls.gov/oco/ocos160.htm](http://www.bls.gov/oco/ocos160.htm). National long-term projections may not reflect local and/or short-term economic or job conditions, and do not guarantee actual job growth.

<sup>2</sup> Kaplan University's programs are designed to prepare graduates to pursue employment in their field of study, or in related fields. However, the University does not guarantee that graduates will be placed in any particular job, eligible for job advancement opportunities, or employed at all. Additional police academy training may be required for law enforcement jobs. Prior experience may be necessary for leadership positions.

<sup>3</sup> Classes will count toward a student's degree if satisfactorily completed. No credits are earned if the student withdraws during the introductory period. The introductory period is five weeks and begins day one of the student's first academic term. If at any point during the introductory period a student chooses to opt out, he or she will have no other obligation to the University except for the application fee. The application fee is waived for employees of preselected corporations with which Kaplan University has an educational relationship. Only available to new students; continuing students are not eligible.

**CINCINNATI POLICE DEPARTMENT  
COMPSTAT MEETING PROFILE  
CITY WIDE, REPORTING PERIOD: 05/27/2012 - 06/23/2012**

<div>POPULATION: 296,943</div> <div>AREA: 77 SQ. MILES</div> <div>2011 VIOLENT CRIMES PER 1000: 10.2</div> <div>2011 PART I CRIMES PER 1000: 81.6</div>			<div>CHIEF OF POLICE</div> <div></div> <div>JAMES E. CRAIG</div>			TOTAL SWORN PERSONNEL						
						GENDER			RACE			
									WHITE	BLACK	OTHER	TOTAL
						MALE	778	77.1%	516	233	29	778
						% of Total Males			66.3%	29.9%	3.7%	
						FEMALE	231	22.9%	153	74	4	231
						% of Total Females			66.2%	32.0%	1.7%	
						TOTAL	1009		669	307	33	1009
						% of Total Sworn			66.3%	30.4%	3.3%	
Total Sworn in Districts			666									
% of Total Sworn in Districts			66.0%				Source: Personnel Unit					
CRIME STATISTICS for week ending 06/23/2012												
VIOLENT CRIMES	05/27/12 TO 06/23/12	04/29/12 TO 05/26/12	% CHANGE	04/29/12 TO 05/26/12	04/01/12 TO 04/28/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
HOMICIDE*	3	5	-40%	5	4	25%	22	36	-39%	22	33	-33%
RAPE	19	20	-5%	20	15	33%	109	110	-1%	109	109	0%
ROBBERY	125	114	10%	114	111	3%	737	777	-5%	737	925	-20%
AGGRAVATED ASSAULTS	58	64	-9%	64	57	12%	376	459	-18%	376	442	-15%
TOTAL VIOLENT	205	203	1%	203	187	9%	1244	1382	-10%	1244	1509	-18%
PROPERTY CRIMES	05/27/12 TO 06/23/12	04/29/12 TO 05/26/12	% CHANGE	04/29/12 TO 05/26/12	04/01/12 TO 04/28/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
BURGLARY	464	432	7%	432	440	-2%	2651	2831	-6%	2651	2881	-8%
THEFT FROM AUTO	290	280	4%	280	250	12%	1593	2120	-25%	1593	2005	-21%
PERSONAL/OTHER THEFT	611	639	-4%	639	634	1%	3724	3697	1%	3724	4142	-10%
AUTO THEFT	91	99	-8%	99	82	21%	556	645	-14%	556	NA	N/C
TOTAL PROPERTY	1456	1450	0%	1450	1406	3%	8524	9293	-8%	8524	9028	-6%
TOTAL PART 1	1661	1653	0%	1653	1593	4%	9768	10675	-8%	9768	10537	-7%




ARREST STATISTICS for week ending 06/23/2012												
ARRESTS	05/27/12 TO 06/23/12	04/29/12 TO 05/26/12	% CHANGE	04/29/12 TO 05/26/12	04/01/12 TO 04/28/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
HOMICIDE	5	1	400%	1	2	-50%	21	40	-48%	21	20	5%
RAPE	8	1	700%	1	5	-80%	23	33	-30%	23	28	-18%
ROBBERY	30	37	-19%	37	21	76%	231	234	-1%	231	302	-24%
AGGRAVATED ASSAULTS	26	29	-10%	29	42	-31%	210	302	-30%	210	265	-21%
BURGLARY	56	70	-20%	70	73	-4%	400	353	13%	400	366	9%
THEFT	205	203	1%	203	171	19%	1257	1386	-9%	1257	1284	-2%
AUTO THEFT	31	22	41%	22	21	5%	137	137	0%	137	118	16%
TOTAL VIOLENT	69	68	1%	68	70	-3%	485	609	-20%	485	615	-21%
TOTAL PART 1	361	363	-1%	363	335	8%	2279	2485	-8%	2279	2383	-4%

\*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

N/C - Not Calculable

Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted. Arrest statistics are based on charges, meaning each charge in an arrest is counted. Auto Theft does not include Unauthorized Use (no consent by owner)

**CINCINNATI POLICE DEPARTMENT  
COMPSTAT MEETING PROFILE  
CITY WIDE, REPORTING PERIOD: 05/27/2012 - 06/23/2012**

PATROL BUREAU COMMANDER							DISTRICT 1 CAPTAIN				DISTRICT 1 SWORN PERSONNEL					
  LT. COL. JAMES L. WHALEN				  AREA: 4.5 SQ. MILES			  GARY LEE			GENDER			RACE			
													WHITE	BLACK	OTHER	TOTAL
										MALE	80	82.5%	54	25	1	80
										% of Total Males			67.5%	31.3%	1.3%	
										FEMALE	17	17.5%	10	7	0	17
										% of Total Females			58.8%	41.2%	0.0%	
										TOTAL	97		64	32	1	97
% of Total Sworn						66.0%	33.0%	1.0%								
													Source: Personnel Unit			
CRIME STATISTICS for week ending 06/23/2012																
VIOLENT CRIMES	05/27/12 TO 06/23/12	04/29/12 TO 05/26/12	% CHANGE	04/29/12 TO 05/26/12	04/01/12 TO 04/28/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE				
HOMICIDE*	1	0	N/C	0	1	-100%	2	9	-78%	2	6	-67%				
RAPE	2	4	-50%	4	10	-60%	23	16	44%	23	15	53%				
ROBBERY	20	19	5%	19	21	-10%	115	142	-19%	115	118	-3%				
AGGRAVATED ASSAULTS	10	11	-9%	11	2	450%	51	84	-39%	51	73	-30%				
TOTAL VIOLENT	33	34	-3%	34	34	0%	191	251	-24%	191	212	-10%				
PROPERTY CRIMES	05/27/12 TO 06/23/12	04/29/12 TO 05/26/12	% CHANGE	04/29/12 TO 05/26/12	04/01/12 TO 04/28/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE				
BURGLARY	20	21	-5%	21	20	5%	127	155	-18%	127	165	-23%				
THEFT FROM AUTO	24	29	-17%	29	20	45%	154	159	-3%	154	210	-27%				
PERSONAL/OTHER THEFT	38	62	-39%	62	54	15%	292	299	-2%	292	407	-28%				
AUTO THEFT	6	10	-40%	10	10	0%	82	103	-20%	82	NA	N/C				
TOTAL PROPERTY	88	122	-28%	122	104	17%	655	716	-9%	655	782	-16%				
TOTAL PART 1	121	156	-22%	156	138	13%	846	967	-13%	846	994	-15%				

N/C - Not Calculable




<b>REPEAT CFS LOCATIONS for week ending 06/23/2012</b>			
<b>TYPE</b>	<b>FIRST</b>	<b>SECOND</b>	<b>THIRD</b>
<b>MULTI-FAMILY</b>	400 W 9TH ST / TOTAL OF 29	416 W 9TH ST / TOTAL OF 21	1621 LINN ST / TOTAL OF 13
<b>SINGLE FAMILY</b>	537 YORK ST / TOTAL OF 2	925 DAYTON ST / TOTAL OF 2	1265 IDA ST / TOTAL OF 2
<b>COMMERCIAL</b>	30 E LIBERTY ST / TOTAL OF 25	1420 VINE ST / TOTAL OF 17	1817 ELM ST / TOTAL OF 7

\*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

\*\*There are arrests that currently do not receive district values: 36 for last 28 days, 68 for previous 28 days, 57 for earlier 28 days, 379 for 2011 YTD, 274 for 2010 YTD, and 1 for 2009 YTD

**Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted. Arrest statistics are based on charges, meaning each charge in an arrest is counted. Auto Theft does not include Unauthorized Use (no consent by owner).**

**CINCINNATI POLICE DEPARTMENT  
COMPSTAT MEETING PROFILE  
CITY WIDE, REPORTING PERIOD: 05/27/2012 - 06/23/2012**

<b>PATROL BUREAU COMMANDER</b>							<b>DISTRICT 2 CAPTAIN</b>			<b>DISTRICT 2 SWORN PERSONNEL</b>							
  <b>LT. COL. JAMES L. WHALEN</b>				  AREA: 24.9 SQ. MILES			  <b>PAUL BROXTERMAN</b>			GENDER			RACE				
													WHITE	BLACK	OTHER	TOTAL	
										MALE	87	75.0%	48	33	6	87	
										% of Total Males			55.2%	37.9%	6.9%		
										FEMALE	29	25.0%	19	9	1	29	
										% of Total Females			65.5%	31.0%	3.4%		
										TOTAL	116		67	42	7	116	
% of Total Sworn			57.8%	36.2%	6.0%												
															Source: Personnel Unit		
<b>CRIME STATISTICS for week ending 06/23/2012</b>																	
<b>VIOLENT CRIMES</b>		05/27/12 TO 06/23/12	04/29/12 TO 05/26/12	% CHANGE	04/29/12 TO 05/26/12	04/01/12 TO 04/28/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE				
HOMICIDE*		0	1	-100%	1	1	0%	2	3	-33%	2	5	-60%				
RAPE		1	2	-50%	2	0	N/C	10	8	25%	10	15	-33%				
ROBBERY		15	13	15%	13	8	63%	77	77	0%	77	85	-9%				
AGGRAVATED ASSAULTS		8	5	60%	5	5	0%	39	46	-15%	39	43	-9%				
TOTAL VIOLENT		24	21	14%	21	14	50%	128	134	-4%	128	148	-14%				
<b>PROPERTY CRIMES</b>		05/27/12 TO 06/23/12	04/29/12 TO 05/26/12	% CHANGE	04/29/12 TO 05/26/12	04/01/12 TO 04/28/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE				
BURGLARY		108	77	40%	77	81	-5%	528	516	2%	528	536	-1%				
THEFT FROM AUTO		50	53	-6%	53	42	26%	317	444	-29%	317	344	-8%				
PERSONAL/OTHER THEFT		105	101	4%	101	103	-2%	619	628	-1%	619	653	-5%				
AUTO THEFT		14	14	0%	14	15	-7%	82	92	-11%	82	NA	N/C				
TOTAL PROPERTY		277	245	13%	245	241	2%	1546	1680	-8%	1546	1533	1%				
TOTAL PART 1		301	266	13%	266	255	4%	1674	1814	-8%	1674	1681	0%				

N/C - Not Calculable




<b>REPEAT CFS LOCATIONS for week ending 06/23/2012</b>			
<b>TYPE</b>	<b>FIRST</b>	<b>SECOND</b>	<b>THIRD</b>
<b>MULTI-FAMILY</b>	6011 MADISON RD / TOTAL OF 12	3040 HACKBERRY ST / TOTAL OF 11	2108 SALVADOR ST / TOTAL OF 9
<b>SINGLE FAMILY</b>	3248 WOLD AV / TOTAL OF 6	3141 DURRELL AV / TOTAL OF 4	2247 IVY AV / TOTAL OF 4
<b>COMMERCIAL</b>	4825 MARBURG AV / TOTAL OF 22	3250 VICTORY PY / TOTAL OF 15	1501 MADISON RD / TOTAL OF 13

\*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

\*\*There are arrests that currently do not receive district values: 36 for last 28 days, 68 for previous 28 days, 57 for earlier 28 days, 379 for 2011 YTD, 274 for 2010 YTD, and 1 for 2009 YTD

**Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted. Arrest statistics are based on charges, meaning each charge in an arrest is counted. Auto Theft does not include Unauthorized Use (no consent by owner).**

**CINCINNATI POLICE DEPARTMENT  
COMPSTAT MEETING PROFILE  
CITY WIDE, REPORTING PERIOD: 05/27/2012 - 06/23/2012**

<b>PATROL BUREAU COMMANDER</b>								<b>DISTRICT 3 CAPTAIN</b>				<b>DISTRICT 3 SWORN PERSONNEL</b>								
  <b>LT. COL. JAMES L. WHALEN</b>				  AREA: 20 SQ. MILES				  <b>RUSSELL A. NEVILLE</b>				GENDER			RACE					
															WHITE	BLACK	OTHER	TOTAL		
												MALE	126	79.2%	86	37	3	126		
												% of Total Males			68.3%	29.4%	2.4%			
												FEMALE	33	20.8%	25	8	0	33		
												% of Total Females			75.8%	24.2%	0.0%			
												TOTAL	159		111	45	3	159		
												% of Total Sworn			69.8%	28.3%	1.9%			
<b>CRIME STATISTICS for week ending 06/23/2012</b>																				
<b>VIOLENT CRIMES</b>				05/27/12 TO 06/23/12	04/29/12 TO 05/26/12	% CHANGE	04/29/12 TO 05/26/12	04/01/12 TO 04/28/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE					
HOMICIDE*				2	1	100%	1	1	0%	6	7	-14%	6	8	-25%					
RAPE				4	3	33%	3	2	50%	21	31	-32%	21	24	-13%					
ROBBERY				31	26	19%	26	26	0%	180	155	16%	180	265	-32%					
AGGRAVATED ASSAULTS				18	18	0%	18	21	-14%	103	133	-23%	103	129	-20%					
TOTAL VIOLENT				55	48	15%	48	50	-4%	310	326	-5%	310	426	-27%					
<b>PROPERTY CRIMES</b>				05/27/12 TO 06/23/12	04/29/12 TO 05/26/12	% CHANGE	04/29/12 TO 05/26/12	04/01/12 TO 04/28/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE					
BURGLARY				142	156	-9%	156	150	4%	851	928	-8%	851	1067	-20%					
THEFT FROM AUTO				70	58	21%	58	50	16%	351	435	-19%	351	504	-30%					
PERSONAL/OTHER THEFT				204	196	4%	196	190	3%	1158	1203	-4%	1158	1258	-8%					
AUTO THEFT				31	20	55%	20	23	-13%	159	176	-10%	159	NA	N/C					
TOTAL PROPERTY				447	430	4%	430	413	4%	2519	2742	-8%	2519	2829	-11%					
TOTAL PART 1				502	478	5%	478	463	3%	2829	3068	-8%	2829	3255	-13%					

N/C - Not Calculable




<b>REPEAT CFS LOCATIONS for week ending 06/23/2012</b>			
<b>TYPE</b>	<b>FIRST</b>	<b>SECOND</b>	<b>THIRD</b>
<b>MULTI-FAMILY</b>	1990 WESTWOOD NORTHERN BV / TOTAL OF 25	2400 HARRISON AV / TOTAL OF 20	927 DELHI AV / TOTAL OF 20
<b>SINGLE FAMILY</b>	945 SETON AV / TOTAL OF 8	1993 STATE AV / TOTAL OF 6	2339 IROLL AV / TOTAL OF 6
<b>COMMERCIAL</b>	2322 FERGUSON RD / TOTAL OF 35	1550 QUEEN CITY AV / TOTAL OF 20	6000 GLENWAY AV / TOTAL OF 17

\*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

\*\*There are arrests that currently do not receive district values: 36 for last 28 days, 68 for previous 28 days, 57 for earlier 28 days, 379 for 2011 YTD, 274 for 2010 YTD, and 1 for 2009 YTD

**Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted. Arrest statistics are based on charges, meaning each charge in an arrest is counted. Auto Theft does not include Unauthorized Use (no consent by owner).**

**CINCINNATI POLICE DEPARTMENT  
COMPSTAT MEETING PROFILE  
CITY WIDE, REPORTING PERIOD: 05/27/2012 - 06/23/2012**

<b>PATROL BUREAU COMMANDER</b>				<b>DISTRICT 4 CAPTAIN</b>		<b>DISTRICT 4 SWORN PERSONNEL</b>							
			AREA: 11.7 SQ. MILES			GENDER			RACE				
									WHITE	BLACK	OTHER	TOTAL	
						MALE	122	81.3%	68	50	4		122
						% of Total Males			55.7%	41.0%	3.3%		
						FEMALE	28	18.7%	11	16	1		28
						% of Total Females			39.3%	57.1%	3.6%		
						TOTAL	150		79	66	5		150
						% of Total Sworn			52.7%	44.0%	3.3%		
<b>LT. COL. JAMES L. WHALEN</b>				<b>ELIOT ISAAC</b>		<a href="#">Source: Personnel Unit</a>							

CRIME STATISTICS for week ending 06/23/2012												
	05/27/12 TO 06/23/12	04/29/12 TO 05/26/12	% CHANGE	04/29/12 TO 05/26/12	04/01/12 TO 04/28/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
<b>VIOLENT CRIMES</b>												
HOMICIDE*	0	2	-100%	2	1	100%	9	10	-10%	9	11	-18%
RAPE	6	6	0%	6	1	500%	28	31	-10%	28	29	-3%
ROBBERY	30	25	20%	25	30	-17%	185	199	-7%	185	218	-15%
AGGRAVATED ASSAULTS	14	15	-7%	15	17	-12%	100	119	-16%	100	100	0%
<b>TOTAL VIOLENT</b>	50	48	4%	48	49	-2%	322	359	-10%	322	358	-10%
PROPERTY CRIMES	05/27/12 TO 06/23/12	04/29/12 TO 05/26/12	% CHANGE	04/29/12 TO 05/26/12	04/01/12 TO 04/28/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
BURGLARY	70	82	-15%	82	89	-8%	504	508	-1%	504	471	7%
THEFT FROM AUTO	87	60	45%	60	69	-13%	366	487	-25%	366	358	2%
PERSONAL/OTHER THEFT	125	122	2%	122	137	-11%	755	738	2%	755	770	-2%
AUTO THEFT	21	25	-16%	25	17	47%	130	141	-8%	130	NA	N/C
<b>TOTAL PROPERTY</b>	303	289	5%	289	312	-7%	1755	1874	-6%	1755	1599	10%
<b>TOTAL PART 1</b>	353	337	5%	337	361	-7%	2077	2233	-7%	2077	1957	6%

N/C - Not Calculable

<b>REPEAT CFS LOCATIONS for week ending 06/23/2012</b>			
<b>TYPE</b>	<b>FIRST</b>	<b>SECOND</b>	<b>THIRD</b>
<b>MULTI-FAMILY</b>	3652 READING RD / TOTAL OF 24	2363 KEMPER LN / TOTAL OF 22	1004 CHAPEL ST / TOTAL OF 18
<b>SINGLE FAMILY</b>	8028 DEBONAIR CT / TOTAL OF 6	1438 BEAVERTON AV / TOTAL OF 5	3119 BORRMAN AV / TOTAL OF 4
<b>COMMERCIAL</b>	7759 READING RD / TOTAL OF 38	2139 AUBURN AV / TOTAL OF 26	2340 GILBERT AV / TOTAL OF 23




\*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

\*\*There are arrests that currently do not receive district values: 36 for last 28 days, 68 for previous 28 days, 57 for earlier 28 days, 379 for 2011 YTD, 274 for 2010 YTD, and 1 for 2009 YTD

**Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted. Arrest statistics are based on charges, meaning each charge in an arrest is counted. Auto Theft does not include Unauthorized Use (no consent by owner).**



**CINCINNATI POLICE DEPARTMENT  
COMPSTAT MEETING PROFILE  
CITY WIDE, REPORTING PERIOD: 05/27/2012 - 06/23/2012**

PATROL BUREAU COMMANDER				DISTRICT 5 CAPTAIN		DISTRICT 5 SWORN PERSONNEL						
	AREA: 18 SQ. MILES					GENDER			RACE			
									WHITE	BLACK	OTHER	TOTAL
						MALE	112	81.2%	71	40	1	112
						% of Total Males			63.4%	35.7%	0.9%	
						FEMALE	26	18.8%	15	10	1	26
						% of Total Females			57.7%	38.5%	3.8%	
TOTAL	138		86	50	2	138						
% of Total Sworn			62.3%	36.2%	1.4%							
						Source: Personnel Unit						
CRIME STATISTICS for week ending 06/23/2012												
VIOLENT CRIMES	05/27/12 TO 06/23/12	04/29/12 TO 05/26/12	% CHANGE	04/29/12 TO 05/26/12	04/01/12 TO 04/28/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
HOMICIDE*	0	1	-100%	1	0	N/C	3	7	-57%	3	3	0%
RAPE	6	3	100%	3	1	200%	22	24	-8%	22	24	-8%
ROBBERY	27	23	17%	23	18	28%	140	164	-15%	140	188	-26%
AGGRAVATED ASSAULTS	8	14	-43%	14	12	17%	79	72	10%	79	87	-9%
TOTAL VIOLENT	41	41	0%	41	31	32%	244	267	-9%	244	302	-19%
PROPERTY CRIMES	05/27/12 TO 06/23/12	04/29/12 TO 05/26/12	% CHANGE	04/29/12 TO 05/26/12	04/01/12 TO 04/28/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
BURGLARY	124	94	32%	94	94	0%	615	688	-11%	615	615	0%
THEFT FROM AUTO	32	62	-48%	62	50	24%	249	381	-35%	249	371	-33%
PERSONAL/OTHER THEFT	101	117	-14%	117	111	5%	650	567	15%	650	813	-20%
AUTO THEFT	16	27	-41%	27	15	80%	103	133	-23%	103	NA	N/C
TOTAL PROPERTY	273	300	-9%	300	270	11%	1617	1769	-9%	1617	1799	-10%
TOTAL PART 1	314	341	-8%	341	301	13%	1861	2036	-9%	1861	2101	-11%

N/C - Not Calculable




<b>REPEAT CFS LOCATIONS for week ending 06/23/2012</b>			
TYPE	FIRST	SECOND	THIRD
MULTI-FAMILY	4510 COLERAIN AV / TOTAL OF 9	1673 CEDAR AV / TOTAL OF 8	2955 W MCMICKEN AV / TOTAL OF 8
SINGLE FAMILY	4602 NORTH EDGEWOOD AV / TOTAL OF 10	737 MELLWOOD AV / TOTAL OF 5	5455 SONGBIRD DR / TOTAL OF 4
COMMERCIAL	5804 HAMILTON AV / TOTAL OF 20	4777 KENARD AV / TOTAL OF 15	4770 KENARD AV / TOTAL OF 11

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**Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted. Arrest statistics are based on charges, meaning each charge in an arrest is counted. Auto Theft does not include Unauthorized Use (no consent by owner).**

**CINCINNATI POLICE DEPARTMENT  
COMPSTAT MEETING PROFILE  
CITY WIDE, REPORTING PERIOD: 05/27/2012 - 06/23/2012**

<b>PATROL BUREAU COMMANDER</b>							<b>CBS CAPTAIN</b>			<b>CBS SWORN PERSONNEL</b>						
  <b>LT. COL. JAMES L. WHALEN</b>				  AREA: 1 SQ. MILE			  <b>KIM FREY</b>			GENDER			RACE			
													WHITE	BLACK	OTHER	TOTAL
										MALE	33	70.2%	26	4	3	33
										% of Total Males			78.8%	12.1%	9.1%	
										FEMALE	14	29.8%	11	3	0	14
										% of Total Females			78.6%	21.4%	0.0%	
										TOTAL	47		37	7	3	47
										% of Total Sworn			78.7%	14.9%	6.4%	
													<a href="#">Source: Personnel Unit</a>			
<b>CRIME STATISTICS for week ending 06/23/2012</b>																
<b>VIOLENT CRIMES</b>	05/27/12 TO 06/23/12	04/29/12 TO 05/26/12	% CHANGE	04/29/12 TO 05/26/12	04/01/12 TO 04/28/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE				
HOMICIDE*	0	0	N/C	0	0	N/C	0	0	N/C	0	6	-100%				
RAPE	0	2	-100%	2	1	100%	5	0	N/C	5	2	150%				
ROBBERY	2	8	-75%	8	8	0%	39	40	-3%	39	51	-24%				
AGGRAVATED ASSAULTS	0	1	-100%	1	0	N/C	4	5	-20%	4	10	-60%				
TOTAL VIOLENT	2	11	-82%	11	9	22%	48	45	7%	48	69	-30%				
<b>PROPERTY CRIMES</b>	05/27/12 TO 06/23/12	04/29/12 TO 05/26/12	% CHANGE	04/29/12 TO 05/26/12	04/01/12 TO 04/28/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE				
BURGLARY	0	2	-100%	2	6	-67%	26	35	-26%	26	27	-4%				
THEFT FROM AUTO	27	18	50%	18	19	-5%	155	214	-28%	155	218	-29%				
PERSONAL/OTHER THEFT	39	44	-11%	44	40	10%	259	270	-4%	259	330	-22%				
AUTO THEFT	3	3	0%	3	2	50%	19	24	-21%	19	NA	N/C				
TOTAL PROPERTY	69	67	3%	67	67	0%	459	543	-15%	459	575	-20%				
TOTAL PART 1	71	78	-9%	78	76	3%	507	588	-14%	507	644	-21%				

REPEAT CFS LOCATIONS for week ending 06/23/2012			
TYPE	FIRST	SECOND	THIRD
MULTI-FAMILY	111 GARFIELD PL / TOTAL OF 8	927 RACE ST / TOTAL OF 5	601 RACE ST / TOTAL OF 4
SINGLE FAMILY	121 W 9TH ST / TOTAL OF 2	NONE / TOTAL OF NONE	NONE / TOTAL OF NONE
COMMERCIAL	1005 GILBERT AV / TOTAL OF 16	632 VINE ST / TOTAL OF 10	1 GARFIELD PL / TOTAL OF 9

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N/C - Not Calculable

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**CINCINNATI POLICE DEPARTMENT  
COMPSTAT MEETING PROFILE  
CITY WIDE, REPORTING PERIOD: 06/17/2012 - 06/23/2012**



7 DAY							
CRIME	CITY	DST 1	DST 2	DST 3	DST 4	DST 5	CBS
Homicide	1	1	0	0	0	0	0
Rape	6	1	0	1	2	2	0
Robbery	33	7	4	7	6	8	1
Agg Assault	19	5	2	6	2	4	0
Burglary	118	4	28	38	20	28	0
TFA	87	4	14	26	24	9	10
OTHER THEFT	149	7	21	50	41	23	7
AUTO THEFT	20	0	4	7	5	4	0

The Pastor's Aide Auxiliary of  
The First Baptist Church of Cumminsville  
3640 Roll Avenue  
Cincinnati, Ohio 45223

City of Cincinnati Police Department  
Attention: Chief Craig  
310 Ezzard Charles Drive  
Cincinnati, Ohio 45202

Dear Chief Craig:

We the members of the "The Pastor's Aide' Auxiliary of The First Baptist Church of Cumminsville would like to extend our sincere thanks and humble appreciation to two of your fine police officers, Captain Nevell and Officer Andre Ewing, for their time and expression of encouragement to our Pastor, Reverend George F. Southerland.

On Sunday June 10<sup>th</sup>, 2012 there was a program held in honor of our pastor's 24 anniversary as Gods chosen leader of our church. Captain Nevell and Officer Ewing were gracious enough to except our invitation to appear and speak to our congregation and visitors on behalf of our Pastor and the Taking back our youth program.

Your Officers were courteous, polite, professional and simply delightful in both their presentation and their approach to the people. They made a wonderful impression and at the same time spoke very highly of our pastor. They were outstanding guest and we not only appreciate them but we truly enjoyed them to the fullest.

Again we would like to thank you Chief Craig and your fine Officers Captain Nevell and Officer Ewing.

May God continue to Bless and Keep you.

Love always

Then First Baptist Church of Cumminsville Pastor Aide Auxiliary *Sis Emma Beatty Pres.*

*Rev. George F. Southerland*



June 7, 2012

Colonel James Whalen  
Cincinnati Police Department  
310 Ezzard Charles Drive  
Cincinnati, Ohio 45214

Dear Colonel Whalen:

On behalf of the CMHA Compliance & Safety Operations Department I would like to take a moment to recognize the hard work your SOFAST unit puts into making our communities a safer place.

Through a collaborative working relationship my department has had the opportunity to interact with and observe the fine work they perform. Each member of the unit exudes professionalism and displays the characteristics associated with the highest echelon of law enforcement personnel. They are fine representatives of your department and I hope you will take a moment to pass along our appreciation to Sergeants and Officers Jeff Hunt, Rick Wuellenweber, Bob Ahlers, Scott Bode and Dan Cavanaugh .

Sincerely,

Michael D. Herald  
Head of Compliance & Safety Operations  
Cincinnati Metropolitan Housing Authority  
16 W. Central Parkway  
Cincinnati, Ohio 45202

16 WEST CENTRAL PARKWAY, CINCINNATI, OHIO 45202

Phone: (513) 721-4580 Fax: (513) 977-5606 TDD: (800) 545-1833 Ext. 260 Job Line: (513) 977-5659 Website: [www.cintimha.com](http://www.cintimha.com)

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# CINCINNATI POLICE DEPARTMENT CITIZENS ON PATROL PROGRAM

Working With The Cincinnati Police Department  
Since 1997 To Keep Our City Safe!

**Northside Citizens on Patrol**  
Cincinnati, Ohio 45223

June 26, 2012

Cincinnati Police Department  
District 5  
1012 South Ludlow Avenue  
Cincinnati, Ohio 45223

Dear Captain Neudigate:

Northside's COP wants to express its deepest gratitude for all of the time and effort that Officer Lisa Johnson has spent remediating graffiti in our neighborhood and the city at large.

Officer Johnson has met with us many times over the last year to discuss the latest developments in graffiti cases and has diligently collected dozens of photos she has taken as well as photos we've taken to present as evidence in court. Some of the most recent convictions, such as Steven Hilton, Jake Oglesby, and Joshua Smith, would not have been possible without Officer Johnson's dedication and persistence.

We appreciate the zeal with which Officer Johnson pursues her duties and the invaluable professional partner she has become to COP and Northside in our fight against graffiti.

Thank you for your time and consideration.

Sincerely,

Mollie Ferrigan Brumm  
Northside COP Coordinator



Cincinnati Police Department Citizens on Patrol Program  
310 Ezzard Charles Drive – Cincinnati, Ohio 45214



To Whom It May Concern,

The purpose of this note is to commend Police Officer Thomas Haas. On Friday evening June 8 my husband and I were attempting to find Dad's Bible school where my mother had attended many years ago. Officer Haas, when my husband asked him for help, not only called headquarters but proceeded to take us to the school.

This was way beyond expectation and very much appreciated. It meant

a lot to me to stand where my mother had been. She has been gone for over twenty years.

Would you please thank him for us? We are the folks from Indiana in the blue loaves. If even half of your police force are like Officer Haas, the people of Cincinnati are in good hands.

Rev. Mrs. McFarland